



County of Los Angeles **CHIEF ADMINISTRATIVE OFFICE**

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DAVID E. JANSSEN
Chief Administrative Officer

March 29, 2005

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

APPROVAL OF COMPENSATION FOR HOSPITAL ADMINISTRATOR CLASSIFICATIONS (ALL DISTRICTS AFFECTED) (3 VOTES)

IT IS RECOMMENDED THAT YOUR BOARD:

Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to reflect compensation changes for classified and unclassified positions of Hospital Administrator II.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The purpose of this action is to implement the recommendations outlined in the March 18, 2005 report to each Board member pertaining to classified and unclassified positions of Hospital Administrator II. This recommendation will extend the maximum of the pay range to 50 percent above the control point for Range 15 for Hospital Administrator II (UC) and its classified counterpart, Hospital Administrator II. The new maximum of the range will be increased by approximately 25 percent. This parallels the pay policy currently in effect for the Executive Director, LAC/USC Medical Center.

We are also recommending that the maximum of the pay range for the Hospital Administrator II position at King/Drew Medical Center (KDMC) be extended by an additional 10 percent of the control point due to anticipated recruitment difficulty.

In the March 18, 2005 report of this matter, we also indicated we would recommend an additional salary range adjustment for the Executive Director, LAC/USC Medical Center to address any salary compression. We have now determined that this would be more appropriately addressed in a future review of other possible salary compression issues.

Board of Supervisors
GLORIA MOLINA
First District

YVONNE B. BURKE
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

IMPLEMENTATION OF STRATEGIC PLAN GOALS

Approval of these recommendations will further the County Strategic Plan's Programmatic Goal for Health and Mental Health of implementing a client-centered, information-based health and mental health services delivery system that provides cost-effective and quality services responsible to each community's specific needs.


FISCAL IMPACT/FINANCING

The proposed annual base salary for this position will range from \$106,403 to a maximum of \$199,506 (\$212,806 for KDMC), with actual compensation to be determined at the time of appointment, and/or subsequent movement within the range. Funding is available in the Department's 2004-05 Adopted Budget from anticipated salaries and employee benefits savings from current vacancies.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

This recommendation will permit the Director of Health Services to establish the salary for each incumbent at the time of hire at any amount within the new extended range, and permit your Board or the Chief Administrative Officer to make adjustments subsequent to the point of hire, and authorize the additional 10 percent for the recruitment of the KDMC position.

Respectfully submitted,



DAVID E. JANSSEN
Chief Administrative Officer

DEJ:SRH
WGL:PG:df

c: County Counsel
Executive Officer, Board of Supervisor
Auditor-Controller